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*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Director of Training

FROM : Advisor for Management

SUBJECT: Career Corps

DATE: 5 September 1951

1. First, as you well know this office has always strongly supported the need and desire for a CIA Career Corps program, and we feel that your proposal of July 3 is a big first step in the right direction. O

2. Taking the whole problem as a general subject, it appears wise at this time to encourage the continued development and implementation of the proposed Career Corps program, and to urge that certain mechanical phases of the program be perfected so that it can operate smoothly as it is implemented step by step. We suggest caution in implementing these steps one by one because failure of any one step could defeat the entire program. G

3. I am well aware that your plan is basic and of necessity will require further study and development before implementation. However, a good performance rating system is critically needed and it should be developed immediately. This, we feel, will be the real first step toward implementation of this program. For example, the various means of testing devised by assessment groups and psychological testing staffs while valuable and necessary, they are quite inadequate in the proper evaluation of employees who are on duty and who have long service in the Agency. Therefore, a rating or evaluation system should be devised which would become the basis of employee evaluation with testing and examinations being a secondary step. 6 8

4. If this office can be of any assistance at any time on any part of this program, we will be very happy to lend our full and unqualified support. O

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